



JOINT FORCE HEADQUARTERS  
DISTRICT OF COLUMBIA NATIONAL GUARD  
2001 EAST CAPITOL STREET  
WASHINGTON, DC 20003-1719

DCNG-CG

1 January 2006

MEMORANDUM FOR ALL Commanders, Managers and Supervisors, District of  
Columbia National Guard

SUBJECT: Sexual Harassment Prevention Policy

1. Sexual harassment is degrading and disruptive behavior that compromises unit readiness and impacts upon our ability to accomplish the mission. As soldiers and leaders, we have an obligation to enforce a policy that does not tolerate any form of sexual harassment. It is our responsibility to provide an environment where all employees are treated with dignity and respect. **Sexual harassment is illegal and will not be permitted at any level or organization within the District of Columbia National Guard (DCNG).**
2. Sexual harassment in the workplace or any place associated with a person's employment or military assignment is defined as: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
3. An employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature, or creates a sexually harassing environment by displaying pictures, objects, or uses any other media to disperse items of a sexual nature is engaging in sexual harassment. Any employee who sexually harasses another can be held legally and financially responsible for his or her actions.  
Ignorance of the regulations and laws as an excuse for illegal behavior will not be accepted as a defense.
4. This supersedes all previous memorandums on the same subject. This memorandum will be posted on all unit/organizational bulletin boards.
5. Point of contact is SMSgt D. Christopher Martin, State Equal Employment Manager at (202) 685-9768.

E-Signed by MG David Wherley  
VERIFY authenticity with ApproveIt

David F. Wherley Jr.  
Major General, DCNG  
Commanding General

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